



VF Outdoor LLC
N850 County Highway CB (54914)
Post Office Box 1817
Appleton, WI 54912
voice 920.734.5708
fax 920.735.1933

April 3, 2017

Wisconsin State Dislocated Workers Unit
Wisconsin Department of Workforce Development
201 E. Washington Avenue
Madison, WI 53703

RE: Separations of Employment at VF Outdoor, LLC.
N850 County Highway CB
Appleton, WI 54914

Dear State Dislocated Workers Unit:

Pursuant to the applicable Federal and State law, notice is given of our intent to cease all operations of our JanSport Collegiate business and Manufacturing functions at the facility located at N850 County Hwy CB, Appleton, Wisconsin 54914 (the "VF Outdoor, LLC Appleton facility"). VF Outdoor, LLC will terminate the employment of all employees who work on the JanSport Collegiate and Manufacturing teams at the VF Outdoor, LLC Appleton facility. The entire VF Outdoor, LLC Appleton facility is not closing, approximately 370 employees will remain.

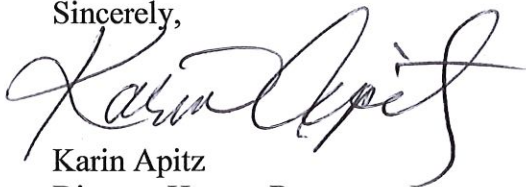
Approximately 380 employees are being affected. The first separations of employment will commence on or about June 9, 2017 with anticipated continuing stages of separations thereafter, with a final end date of September 29, 2017. These separations are expected to be permanent.

The job titles of the positions to be affected and the number of affected employees in each job classification are attached. The affected employees do not have union representation, and no bumping rights exist. VF will provide transitional support to all affected associates.

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For further information, please contact Karin Apitz, Director Human Resources, (920) 735-6834.

Sincerely,

A handwritten signature in black ink, appearing to read 'Karin Apitz', written in a cursive style.

Karin Apitz
Director Human Resources

Enclosures

cc: Greenville Town Administrator
Mr. Dave Tebo

Mayor of Appleton
Mr. Timothy M. Hanna

Job Title of Affected Position	Number of Affected Employees
Account Representative	3
Account Specialist	3
Analyst - Brand Planning - A	2
Analyst - Planning - A (JSP)	2
Analyst- Inventory (Appleton)	1
Artist - Graphic - Lead (JSP)	2
Artist - Graphic (JSP)	4
Assistant - Administrative - JanSport Collegiate Sales	1
Clerk - Product Development - A	3
Clerk - Receiving (42032)	7
Clerk - Receiving Driver (42032)	3
Clerk - Sample Department	1
Clerk - Scheduling	1
Clerk - Shipping (42032)	3
Clerk - Shipping Lead (42032)	2
Clk, Retail Keyholder (42010)	2
Developer - Product - A	1
Digitizer	1
Digitizer - Sewn - 35100	1
Director - Decoration Facility (Appleton)	1
Director - Product Development (JanSport Collegiate Apparel)	1
Embroiderer - Lead (35100)	3
Embroiderer (35100)	16
Engineer - Quality & Innovation (Appleton)	1
Engineer - Sr (JSP)	1
Fold & Pack Inspector (35100)	14
Fold & Pack Inspector Lead (35100)	10
Fold & Pack Support (35100)	54
Heat Sealer (35100)	3
Ink Mixer (35100)	1
I-Screen (35100)	3
Manager - Art Services	1
Manager - Business (JanSport Collegiate Appleton)	1
Manager - Contractor Services, Scheduling & Purchasing	1
Manager - Customer Service (JanSport)	1

Job Title of Affected Position	Number of Affected Employees
Manager - Distribution (Appleton)	1
Manager - Forecasting & Planning - Sr (JanSport Collegiate)	1
Manager - Graphics	1
Manager - Manufacturing (Appleton)	1
Manager - Merchandise - Collegiate	1
Manager - Planning - B	1
Manager - Sales (Regional)	2
Manager - Sales Planning	1
Material Handler - Tow (35100)	2
Material Handler (35100)	1
Mechanic - Jr. - 42032	5
Mechanic - Sr.	1
Pick & Packer - Lead (35100)	2
Pick & Packer -Tow (35100)	3
Planner - Regional Sales	1
Planner - Sales Key Account (Follett)	1
Press Utility (35100)	21
Print Assistant - Lead (35100)	3
Print Assistant (35100)	23
Printer - Lead (35100)	4
Printer (35100)	37
Quality Control Auditor (42032)	3
Quality Control Auditor Lead (42032)	3
Sales Associate (P/T)	6
Scheduler - Production	1
Screen - Lead (35100)	3
Screenmaker (35100)	9
Special Packer - Lead (35100)	3
Special Packer (35100)	17
Specialist - Accounting- Manufacturing Payroll	1
Specialist - Brand Planning	1
Specialist - Customer Art Planning	1
Specialist - Customer Service Operations Support	1
Specialist - Customer Service Support	3

Job Title of Affected Position	Number of Affected Employees
Specialist - Engineering	1
Specialist - LAN/CAD Administration	1
Specialist - Licensing - A	1
Specialist - Quality Control	1
Sr Creative Artist (Appleton)	1
Stager - Lead (35100)	6
Stager - Tow (35100)	5
Stager (35100)	19
Store Manager III	1
Supervisor - A - Appleton	7
Supervisor - B - Appleton	5
Supervisor - Distribution (Appleton)	1
Supervisor - Sr - Appleton	1
Team Lead - Production Art	1
Technician - Graphics Support	2
Technician - Production Art - 35100	10
Technician - Production Art - Sr (35100)	2
Vice President - Sales (JanSport Collegiate Apparel)	1
Water Jet (35100)	1